

Broward Sheriff's Office
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www.sheriff.org



Sheriff Scott Israel

December 26, 2018

Sheriff Bob Gaultieri
Chair, Marjory Stoneman Douglas High School Public Safety Commission
*** sent via email ***

Dear Sheriff Gaultieri:


From the inception of the Marjory Stoneman Douglas High School Public Safety Commission, I pledged both the full cooperation of the Broward Sheriff's Office (BSO) in your work, and our agency's commitment to directly address and implement the Commission's recommendations.

Now that the Commission completed its work for the initial report to the Florida Legislature, please allow me to update the Commission on some important steps we have already taken in response to the attack – including steps we initiated since February 14 and those we implemented in direct response to your findings/recommendations adopted this month. Attached is an eight-page document detailing with specifics all of the changes BSO adopted since February 14. Highlights of the reforms we already adopted include:

- 1,378 BSO deputies completed 8 hours of additional scenario-based active shooter and rescue task force training since February 14; and all BSO School Resource Officers attended a full week of active shooter, tactics, and concealed carbine carry/qualification training.
- Opened Internal Affairs investigations into the February 14 actions of Sgt. Brian Miller and Deputy Edward Eason. (Charging documents attached).
- Replaced the former BSO Active Shooter policy with a revised policy that more closely aligns with BSO active shooter training, and which states: "Deputies responding to active threat(s) incidents **shall** attempt to protect the life of innocent persons through immediate tactical intervention to eliminate the threat. In such scenarios, the prioritization of activities in order of importance will be: 1. Stop the active assailant(s); 2. Rescue the victims; 3. Provide medical assistance; 4. Arrest suspects and preserve the crime scene." (Policy attached)
- Negotiated a tentative understanding with the Broward County School Board granting BSO real-time access during emergencies to the live camera feeds from the public schools.
- Created a Threat Assessment Unit to evaluate violent threats for potential Risk Protection Orders.
- Convened an internal MSD Review Committee of command staff responsible for implementation of the Commission's findings/recommendations, and related follow-up actions required for BSO. Colonel Jack Dale, Executive Director of Professional Standards, was designated the Chair of this committee and will be responsible for oversight of all MSD matters.

Be assured, the reforms adopted to date are not the end of this process. Rather, they are a midway point as we continue working towards addressing all of the findings related to our agency and implementing all of the Commission's recommendations.

Sincerely,


Scott Israel
Sheriff

Attachments



Broward Sheriff's Office - Pre and Post MSD Efforts

BSO Practices in place prior to the Marjory Stoneman Douglas tragedy:

- [Training strategy and facilities as relates to sworn deputy tactics and firearms.](#)
- [BSO as an FDLE state certified training center.](#)
- [Active shooter and rescue task force training.](#)
- [Mandatory training of skills related to active shooter incidents for sworn personnel.](#)
- [Mandatory use of force and defensive tactics training.](#)
- [Patrol rifle program.](#)
- [Incident command training.](#)
- [Intermediate and advanced handgun and rifle courses.](#)
- [Trauma wound care and CPR training.](#)
- [School Resource Deputy rifle issuance and training.](#)
- [SWAT training as it relates to active shooter.](#)
- [QRF \(Quick Response Force\) supplemental training as it relates to active shooter.](#)
- [Detective and specialized unit supplemental training as it relates to active shooter.](#)
- [CST \(Crime Suppression Team\) supplemental training as it relates to active shooter.](#)
- [SWAT medic capabilities.](#)
- [Critical Incidence Training \(CIT\) and agency initiatives.](#)
- [Less lethal shotgun program](#)
- [Less lethal policy](#)
- [Less lethal conductive electronic weapon training.](#)
- [Fire rescue active shooter ballistic armor program.](#)
- [Joint active killer training program with Broward County Schools.](#)
- [Law enforcement and Communications accreditations.](#)
- [Southeast Regional Domestic Security Task Force participation and exercises.](#)
- [Learning Management and eLearning system implementation.](#)

Practices revised or implemented after the Marjory Stoneman Douglas tragedy:

- [Re-assignment of personnel to ensure law enforcement coverage at schools in all BSO patrolled areas.](#)
- [Transfer of the School Resource Deputy program.](#)
- [Increased law enforcement staffing at larger school campuses.](#)
- [Issuance and training of School Resource Deputies in the use and carry of smaller concealable tactical carbine rifles.](#)
- [The delivery of an enhanced active shooter training to all permanently assigned School Resource Deputies.](#)
- [Assignment of additional district deputies at schools during both arrival and dismissal of students.](#)

- [Delivery of mandatory active killer training to all sworn personnel up to the rank of Colonel.](#)
- [Guardian training program.](#)
- [Safer Watch App tip program for school crime reporting.](#)
- [Threat assessment procedures and use of Risk Protection Orders.](#)
- [Creation of a Threat Management Division.](#)
- [Creation of a Real Time Crime Center with access to school cameras.](#)
- [Implementation of a mandatory ballistic body armor wear policy.](#)
- [Coordination of communications corrective actions.](#)
- [Rifle plate carrier and ballistic helmet issue to members of QRF.](#)
- [BSO review committee of MSD investigations.](#)
- [Internal Affairs Investigation of deputies receiving tips on Cruz.](#)
- [Internal Affairs Investigation of BSO personnel during MSD response.](#)
- [Request for BSO Training Center.](#)

Practices in place PRIOR to active shooter event at MSD on February 14th, 2018:

- BSO uses a combination of classroom, scenario-based training with simulated firearms, virtual firearms simulation and live-fire range exercises to provide a variety of tactical training to deputies. It does not have its own dedicated full-time training center or firearms range facility. Efforts have been underway with Broward County since 2003 to secure both. While BSO has a training classroom area and a multi-purpose room, they were designed in 1992. Since then, the number of sworn personnel has doubled and demands for training have increased. BSO currently leases space a public outdoor range facility from the County with limited weekday only access from 7:00 AM to 10:00 PM. Since the space is open to the public, equipment must be set-up and broken down each day further detracting from usable range time.
- BSO is a Florida Department of Law Enforcement (FDLE) State Certified Training Center and a member of the Criminal Justice Standards Training Commission (CJSTC) Training Center Director's Association. BSO frequently provides subject matter expertise during the creation and revision of State mandated training. It is one of only five training centers in the State of Florida run by a local law enforcement agency. Its program is regularly audited by FDLE. No other law enforcement agency in Broward County holds this designation.
- BSO provided mandatory Active Shooter and Rescue Task Force (RTF) Training to all sworn law enforcement deputies in the year prior to February 14th, 2018. This included a solo deputy response to an active killer and the coordination of medical treatment for gunshot victims. These are not State required courses.
- Deputies are, as a part of annual training, given instruction in a variety of tactical areas to include building clearing and simulated force on force scenario based simulated firearms training. These are skills necessary for an active killer response. This is not a state requirement.
- Deputies attended mandatory regular Use of Force and Defensive Tactics training. Regular Use of Force training is a state requirement.
- BSO Department of Law Enforcement (DLE) personnel are all permitted to carry a rifle (AR-15 type); either personally owned or issued by the Broward Sheriff's Office. Those who choose to carry a rifle must attend a certification course, attend annual qualifications and a refresher class each year. Refresher courses incorporated the solo deputy response to an active shooter event with a rifle and were held throughout the beginning of 2018 (prior to MSD).
- Department of Law Enforcement deputies, supervisors and command staff completed a wide array of Incident Command System (ICS) courses (to minimally include ICS-100, ICS-200, ICS-300, ICS-400, ICS-700). This was required to ensure National Incident Management System (NIMS) compliance and remain eligible for a number of federal grants.
- BSO holds open, intermediate and advanced handgun and rifle courses that are available to all DLE deputies throughout each year. These are not state required courses.

- Deputies received medical training in the use of hemostatic wound dressings (quick clot), tourniquets, defibrillators and CPR. Hemostatic dressings and tourniquets were both used by deputies to treat gunshot victims on February 14th, 2018. The training and issuance of these items are not state requirements.
- Nearly all BSO School Resource Deputies (SRO/SRD) are rifle qualified. BSO rifles (AR-15) are available to any deputy wishing to carry this weapon at their local district office. This is not a state requirement.
- BSO SWAT personnel train several days per month. Their highly specialized training is designed to provide an elevated response to dangerous and violent individuals, barricaded subjects and hostage rescue. This training incorporates a significant amount of firearms, defensive tactics, building clearing, tactical medical and close quarters battle (CQB) techniques. SWAT members are also used to assist with the instruction of active shooter exercises to DLE deputies.
- The Broward Sheriff's Office Quick Response Force (QRF) meets and trains five times per year. Deputies assigned to QRF do so as a collateral duty and are assigned throughout the DLE workforce. Included in their training are active shooter training and drills run twice per year (Delivered on 2/6/18 with additional training scheduled on 2/21/18). These deputies received this active shooter training in addition to the mandatory sessions required of all sworn deputies.
- Detectives with the Strategic Investigation Unit, Robbery Unit, Violent Crimes Unit, Violent Intervention Proactive Enforcement Response (VIPER) and Burglary Apprehension Team (BAT) all conduct regular training to include advanced firearms training, defensive tactics, building clearing and tactics. Detectives received this training in addition to the mandatory sessions required of all sworn deputies.
- BSO Districts are staffed with Crime Suppression Teams (CST). These teams train five times per year to include an initial one-week training session for all new members. Included are advanced firearms training, building clearing and advanced tactics. Skills important to any active shooter response. These deputies received this active shooter training in addition to the mandatory sessions required of all sworn deputies.
- BSO Fire Rescue and Emergency Services has specially trained paramedics integrated into the SWAT team element. These members are trained in both emergency medicine and law enforcement tactics so they may be interjected into hot zones and locations unsafe for regular FRES personnel to deliver life-saving treatment in unsecure locations. They are specially equipped to deal with special tactical problems and possess armored vehicles specifically designed to extract wounded from active shooting scenes. The integration of paramedics as part of a SWAT element is an enhanced capability normally reserved for larger agency teams.
- In 2017, BSO enrolled in the International Association of Chiefs of Police (IACP) One Mind Campaign and is committed to the delivery of Crisis Intervention Training (CIT) and Mental Health First Responder training to all law enforcement deputies. This training is designed to assist deputies in their response to individuals experiencing a mental health crisis and to identify individuals in need

of services with the goal of improving our response, referring services and reducing the incidence of violence. This is not a state requirement.

- BSO as part of a 12-gauge less lethal deployment program, provided training and equipment to participating deputies as an alternative means to addressing non-deadly threats.
- Deputies are required by policy to carry at least one less-lethal device to ensure an alternative method of addressing non-deadly threats is available. They are also provided communications training designed to de-escalate emotionally charged situations. These are not required by the state.
- Deputies were recently issued newer model Conducted Electrical Weapon (CEW), aka: Taser. A less-lethal tool available to all deputies. This change of equipment required the retraining of all personnel issued this device.
- Department of Fire Rescue personnel are equipped with ballistic vests and helmets as protection when a medical response is needed in the warm zone of an active shooter event. These vests were available to all BSO Fire Rescue personnel who responded to MSD on February 14, 2018. BSO is one of the few agencies to issue this equipment to its firefighter/paramedics.
- Beginning in 2014, the Broward Sheriff's Office has coordinated with police departments in the county to participate in the Broward School Board's Active Killer program and provided instruction to school employees in active shooter response. The Broward County School Board agreed to participate and approved the training curriculum. Through the cooperative efforts of law enforcement officers throughout Broward, all public elementary schools have received this training. The multi-jurisdictional team of deputies and officers continue to cooperatively deliver this training to all Broward County public middle schools and high schools. The program is administered jointly between BSO and Broward County Schools.
- BSO's Department of Law Enforcement and Regional Communications both continue to be Commission on Accreditation for Law Enforcement Agency (CALEA) certified. DLE also holds a Commission for Florida Law Enforcement Accreditation (CFA) certificate. Accreditation is not required but a demonstration that an agency has established policies and practices reflecting the highest nationally accepted standards. BSO holds sixteen different accreditations.
- BSO Regional Communications conducts regular training in the handling of large scale events to include active shooter simulated exercises.
- BSO is a member of the Southeast Regional Domestic Security Task Force. As such it regularly participates in exercises designed to simulate a variety of multi-jurisdictional mass casualty incidents. This includes members of BSO Department of Law Enforcement, Department of Investigations, Department of Fire Rescue, Emergency Management, Regional Communications, SWAT and Homeland Security.
- In 2015, the BSO Training Division began a project to create a Learning Management System. This system will allow for the more efficient delivery of soft skills training to all BSO members and reduce the staffing demands created by in-person classroom interactions. Through e-Learning, greater classroom time

may be shifted toward the instruction of hard skills and scenario based training. By reducing the length of lecture based classes to shorter and more frequent sessions, retention will also improved. The LMS will also improve the documentation, tracking, scheduling and credentialing of training to all BSO employees.

Initiatives implemented post MSD to improve BSO's response to an active shooting event:

- Reassignment of law enforcement personnel was undertaken to ensure every school in a BSO patrolled area is manned by a Deputy or armed Guardian (36 schools were added to BSO areas). Staffing has also been extended to charter schools.
- The management of the SRO Program has been moved from Department of Community Services to Special Operations command with the intent of placing a greater emphasis on school security responsibilities and tactics.
- Larger schools are now staffed by more than one deputy to provide additional campus security and coverage.
- All School Resource Deputies have been trained and equipped with concealable carbines to improve their active shooter response capabilities. SRO's must have these weapons immediately accessible. The DLE deputies union has objected and submitted a demand requesting this issue to be part of mandatory bargaining.
- During the summer break, enhanced tactical training was provided to all Broward Sheriff's Office School Resource Officers in the area of active shooter.
- District deputies now supplement school personnel by providing extra protection during the times children are arriving at the start of school and leaving at dismissal.
- Active shooter training was undertaken for all sworn BSO personnel up to and including the rank of Colonel (1,378 sworn deputies and 42 Guardians). This is a full day class that includes scenario based training with simulated gunfire. Training Division staff and SWAT personnel collaborated to develop a curriculum tailored to information learned during the MSD response. They delivered this training to 56 classes in just over three months.
- BSO is currently assists the Broward County School Board with the hiring, equipping and training of their armed school Guardians. The 4th group of Guardians for Broward County Schools and area Charter Schools has completed its training. We expect to continue Guardian academies until an estimated 200 individuals are hired for school security. BSO will then be involved in their ongoing training. This is for all of the County's Guardians to include those areas not patrolled by BSO and those assigned to Charter Schools (close to 400 schools).
- BSO has implemented the Safer Watch App (a free public smartphone application) to give students and parents an avenue to provide tips concerning possible school threats and to communicate police related events in the vicinity of schools to both parents and students. BSO will review and route these tips for ALL of Broward County. BSO also participates in the State's Fortify Florida program to receive and act upon school related tips.
- A threat assessment process has been implemented to ensure all tips related to individuals who may pose a risk to the public are reviewed, routed and properly addressed. New statutes related to Risk Protection Orders (RPO), not present

prior to MSD, may now be leveraged to better mitigate threats of violence. As of November, 2018 BSO has served 68 RPO's.

- **Threat Assessment and Management Division** – BSO has hired a director to establish and lead this effort. This individual is a former NYPD Inspector assigned to their Counter Terrorism Division and former school board official. Law enforcement and civilian analytical staff will soon be added to serve as a clearing house for all information related to individuals who potentially pose a threat to our schools and the communities we serve.
- **Real Time Crime Center (RTCC)** – BSO has begun the process of designing a real time crime center that will leverage all available information and technology to modernize the way resources are deployed during the response to a critical incident. Additionally, the RTCC's personnel will utilize all of its available technology and information to identify previously unknown individuals who may be planning to engage in future criminal behavior. BSO is currently working with the Broward County School Board to gain access to cameras so these camera feeds may be integrated to enhance any high priority police response.
- Despite objections from the deputy's labor union, Sheriff Israel mandated all uniformed deputies must wear their BSO issued body armor while on-duty. The deputy's union has since withdrawn its grievance on this issue.
- **BSO Regional Communications**, in conjunction with Coral Springs Communications, has in response to MSD established a paging system to speed the transfer of information to law enforcement for all cellular 911 calls requiring a police response in the City of Parkland. This stop gap measure was implemented to correct the delayed transfer of information during the MSD response. Efforts are also underway to improve the transfer of information during multi-jurisdictional events between Coral Springs and Parkland.
- QRF members have been issued rifle grade ballistic plate carriers and helmets as part of active shooter response kits. These same kits are slated to be issued to members of the Criminal Investigations and Strategic Investigations Divisions.
- **BSO review committee of Marjory Stoneman Douglas.** Colonel Jack Dale of the Department of Professional Standards is the chairman of a committee comprised of internal experts in the areas of tactics, policy, incident management and training to review all externally generated reports and recommendations. The committee will address the concerns raised by these outside reports and seek to implement appropriate corrective measures.
- Internal Affairs investigations were completed regarding the insufficient documentation of tips related to Cruz in two incidents. Both deputies were found to have violated policy and issued discipline.
- An Internal Affairs investigation has been opened as a result of information provided by the MSD Public Safety Commissions preliminary report on Sgt. Brian Miller and Deputy Edward Eason alleging possible violations of policy during their law enforcement response.
- BSO has renewed its request for a dedicated training center with Broward County administration.

**BROWARD SHERIFF'S OFFICE
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STANDARD OPERATING PROCEDURES**

4.37 ACTIVE SHOOTER

4.37.1 Definitions:

- A. Active Shooter: One or more subjects who participate in a random or systematic shooting spree and who demonstrates the intent to continuously inflict death or great bodily harm onto others. This includes anyone who uses a firearm or other type of deadly weapon (i.e. knife, explosives)
- B. Real Time Intelligence: Deputy(s) personal and sensory observations that provide awareness of an ongoing active shooter situation. Sources could include radio communications, witnesses, sights, and sounds.
- C. Deputy Contact Element: A singular deputy or a team of deputies who while on scene have "Real Time Intelligence" and enter the area/structure of the active shooter with the goal of stopping the threat.
- D. Extraction Element: A singular deputy or a team of deputies with the ability to enter the area/structure and either remove victims to a casualty collection point (CCP) or provide first aid in place. The purpose of the Extraction Element is to provide first aid in the area/structure or move victims to a casualty collection point prior to the arrival of fire rescue paramedics.
- E. Rescue Task Force: A team consisting of deputies and fire rescue paramedics with the ability to enter the area/structure. The purpose of the Rescue Task Force (RTF) is to provide advanced emergency first aid to victims of an active shooter event as quickly as possible in the area/structure.
- F. Hot zone: The current location of the subject in the area/structure
- G. Warm zone: Where the subject was previously in the area/structure
- H. Cold zone: A location away from the area/structure. The cold zone may include staging areas, the CCP, and Incident Command Post (ICP).

4.37.2 Response/Responsibilities:

- A. Deputies responding to active threat(s) incidents shall attempt to protect the life of innocent persons through immediate tactical intervention to eliminate the threat. In such scenarios, the prioritization of activities in order of importance will be:

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1. Stop the active assailant(s);
2. Rescue the victims;
3. Provide medical assistance;
4. Arrest suspects and preserve the crime scene.

Note: While deputies are expected to tactically intervene, there may be very limited extenuating circumstances when entry by a solo deputy must be delayed until the situation changes, or additional deputies or resources are present.

- B. Upon recognizing an active shooter situation the deputy on scene will immediately notify Communications.
- C. The Deputy Contact Element with Real Time Intelligence will continue with a proactive tactical intervention until one of these objectives has been met:
1. The subject/s has been forced into a surrender;
 2. The subject/s has been forced into a barricade;
 3. The subject/s hostilities have been stopped;
 4. The Deputy Contact Element is relieved by SWAT personnel.
- E. When there is no longer evidence of ongoing killing, Deputies will begin Extraction Team Protocols with the ultimate goal of a Rescue Task Force.
1. Extraction Team Responsibilities: (Consists of LE members only)
 - a. Locate victims;
 - b. Provide appropriate first aid/combat casualty care;
 - c. Remove victims to a casualty collection point (CCP);
 - d. Area of operations for the Extraction Team may include hot, warm, and cold zones.
 2. Rescue Task Force Responsibilities: (Consists of LE and FR members)
 - a. Locate victims;
 - b. Provide advanced emergency first aid/victim triage and management;
 - c. The RTF may remove a victim from the area/structure or request an extraction team;
 - d. Area of operations for the RTF may include the warm zone and cold zones.
- G. If the situation turns to a barricade or hostage situation the Contact Element will contain, isolate, communicate and wait for SWAT.

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H. Patrol Sergeant/Supervisor's Responsibilities:

1. Ensure that the prioritization of response activities as outlined in Section A are initiated;
2. Respond to the scene;
3. Summon and direct additional resources;

I. Incident Commander (IC) Responsibilities:

1. Declare him/herself as Incident Commander;
2. Establish a Unified Command Post and identify its location;
3. Ensure Staging Areas are established;
4. Ensure that inner and outer perimeters are established;
5. Direct deputies and responding officers to a dispatch tactical channel(s) when possible and if it is a viable option that will not affect the safety of anyone involved in the incident;
6. Ensure proper notifications are made;
7. If necessary, establish a staging area for Aviation/Medical Evacuation and assign personnel to ensure proper ingress and egress;
8. Establish an evacuation/holding area for all removed persons;
9. Establish a PIO/Media staging area;

4.37.3 Debriefing:

The Undersheriff will ensure a debriefing takes place and will ensure a critical-incident review is completed.

4.37.4 Training: All sworn personnel, up to the rank of Colonel, will attend the Active Shooter/Rescue Task Force training course that is provided by the Training Division.



Sheriff Scott Israel

RAA-18-026

Date: December 4, 2018

To: Sergeant Brian Miller, CCN 4643
DLE/Port Everglades

From: Captain Joseph Achillarre *JA*
Division of Internal Affairs

Subject: RESTRICTED ADMINISTRATIVE ASSIGNMENT

Effective immediately, you are placed on restricted administrative assignment pursuant to Internal Affairs Case #**2018-0040** for the following allegations:

SPM 2.4.1(L) Neglect of Duty-Failure to Supervise Effectively
SPM 2.4 Meeting BSO Standards

You are directed to report to: **Captain Jeffrey Morse** at **Port Everglades** on **December 4, 2018**, for notification of your assignment while on restricted duty.

While on restricted administrative assignment, you will surrender your BSO ID card, any other symbol of authority, and any BSO issued weapons. In addition, you are precluded from driving any BSO vehicle. You are prohibited from entering any BSO facility, except where assigned, without the approval of Internal Affairs.

During this investigation, you may not discuss this Internal Affairs case with anyone except your attorney/representative and the assigned investigator.

Please note that while under investigation, the Employee Assistance Program (EAP) is still available to you if needed. EAP can be reached at 954/321-4180.

RECEIVED BY:

[Signature]
Employee

4643
CCN

12/4/18
Date


cc: Colonel John Dale, Executive Director, Department of Professional Standards
Colonel Frank Adderley, Executive Director, Department of Community Services
Major Angelo Cedenio, Patrol Region North
Captain Chris Mulligan, Parkland
Major David Holmes, Patrol Region South
Captain Jeffrey Morse, Port Everglades
Human Resources



Sheriff Scott Israel

DATE: December 4, 2018

TO: Sergeant Brian Miller, CCN 4643
DLE/Parkland

FROM: Lt. Barry Lindquist, Executive Officer 
Division of Internal Affairs

SUBJECT: INTERNAL AFFAIRS CASE # IA2018-0040

This memorandum will serve as notification that you are under investigation by the Division of Internal Affairs, pursuant to the following allegations:

SPM 2.4.1(L) Neglect of Duty-Failure to Supervise
Effectively

SPM 2.4 Meeting BSO Standards

The investigator assigned to this case is Sergeant Mohammad Razi, Division of Internal Affairs, telephone (954) 321-1100.

While under investigation, you may not disclose any information regarding this case to anyone except your attorney/representative and the investigator assigned. (See Sheriff's Policy Manual 5.2.1 Internal Investigations)

You will be afforded all rights as stated in the Sheriff's Policy Manual, applicable collective bargaining agreement, and law to include, but not limited to, F.S.S. 112.532.

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Sheriff Scott Israel

RAA-18-025

Date: December 4, 2018

To: Deputy Edward Eason, CCN 10558
DLE/Court Services

From: Captain Joseph Achillarre *JA 12/4/18*
Division of Internal Affairs

Subject: RESTRICTED ADMINISTRATIVE ASSIGNMENT

Effective immediately, you are placed on restricted administrative assignment pursuant to Internal Affairs Case #2018-0040 for the following allegations:

SPM 2.4.1(C) Neglect of Duty-Unsatisfactory Performance
SPM 2.4 Meeting BSO Standards

You are directed to report to: Captain Osvaldo Tianga at Court Services on December 4, 2018, for notification of your assignment while on restricted duty.

While on restricted administrative assignment, you will surrender your BSO ID card, any other symbol of authority, and any BSO issued weapons. In addition, you are precluded from driving any BSO vehicle. You are prohibited from entering any BSO facility, except where assigned, without the approval of Internal Affairs.

During this investigation, you may not discuss this Internal Affairs case with anyone except your attorney/representative and the assigned investigator.

Please note that while under investigation, the Employee Assistance Program (EAP) is still available to you if needed. EAP can be reached at 954/321-4180.

RECEIVED BY: *[Signature]* 10558 12-04-2018
Employee CCN Date

cc: Colonel John Dale, Executive Director, Department of Professional Standards
Colonel Frank Adderley, Executive Director, Department of Community Services
Major Nichole Anderson, Community Services
Captain Osvaldo Tianga, Court Services
Human Resources



Sheriff Scott Israel

DATE: December 4, 2018

TO: Deputy Edward Eason, CCN 10558
DLE/Court Services

FROM: Lt. Barry Lindquist, Executive Officer *BL*
Division of Internal Affairs

SUBJECT: INTERNAL AFFAIRS CASE # IA2018-0040

This memorandum will serve as notification that you are under investigation by the Division of Internal Affairs, pursuant to the following allegations:

SPM 2.4.1(C) Neglect of Duty-Unsatisfactory Performance
SPM 2.4 Meeting BSO Standards

The investigator assigned to this case is Sergeant Mohammad Razi, Division of Internal Affairs, telephone (954) 321-1100.

While under investigation, you may not disclose any information regarding this case to anyone except your attorney/representative and the investigator assigned. (See Sheriff's Policy Manual 5.2.1 Internal Investigations)

You will be afforded all rights as stated in the Sheriff's Policy Manual, applicable collective bargaining agreement, and law to include, but not limited to, F.S.S. 112.532.

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